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To

The CGMT,
Rajasthan Telecom Circle

Sub: Consolidation of SSAs into Business Areas.

Approval of competent authority is conveyed for consolidation of SSAs into Business Areas as per the following Table. Role definition of Business Areas and SSAs forming part of Business Areas is given below:

1. Field units under the circle will be renamed as Business Area (BA). The term emphasizes business orientation and is also significant from the view point of employee awareness & sensitization as well.
2. Name of Business Areas would be as follows. While some Business Areas are same as current SSAs, some of the Business Areas will have more than one SSA under their control.

Sr. No.	Name of the Business Areas	Circle Proposal (Headed by)	Consolidation of SSAs With Business Areas.
1.	Ajmer	GM	
2.	Alwar	GM	
3.	Bhilwara	GM	
4.	Bikaner	GM	Nagaur
5.	Jaipur	PGM	Sawaimadhopur, Tonk
6.	Jhunjhunu	GM	
7.	Jodhpur	GM	Barmer, Jaisalmer
8.	Kota	GM	Bundi, Jhalawar
9.	Sriganganagar	GM	
10.	Udaipur	GM	Banswara, Sirohi

3. PGM/GM of Business Areas will be overall responsible for the business including revenue growth across all businesses and profitability. He will have overall responsibility for sales, marketing, customer services, network expansion, upgradation and maintenance etc. of the complete business inclusive of the merged SSAs.

Continued

4. Business Areas will be primary accounting units. HR, Finance, Planning and Procurement related process will be handled at the level of Business areas/Circle.
5. Process flow for functions related to Planning, Procurement, HR & Finance after implementation of Restructuring would have been detailed in ERP roll out.
6. Transfer liability of SSA cadre staff will remain unchanged, i.e., it will continue as is existing now, even after consolidation of SSAs into business areas.
7. Reporting officer of TDM/TDEs of merged SSAs will be respective PGM/GM (Business Area) and CGM will be the reviewing authority.
8. TDM/TDEs of merged SSA shall be responsible for network O&M, customer services and sales.
9. Financial powers for TDMs/TDEs if concerned SSAs will be limited to network O&M, customer services and sales related roles only.
10. Staff rendered spare after redistribution of functions as above, shall be redeployed for implementing sales, Quality of Service (QoS), customer satisfaction and other important aspects to boost overall performance of SSA/Business Areas.

The exercise is aimed at improving operational efficiencies. The revised Business Areas are to be suitably incorporated a part of ERP implementation in your circle.

Further, It is informed that those Businesses Areas which have been proposed to be headed by the PGM/GM level officer have been considered at this stage.

You are also requested to kindly reconsider the proposal of merging of proposed TDM Headed SSAs with the adjacent Business Areas.

Compliance report to the instructions may please be sent to this office latest by th **November 2016**.


(A.M. Gupta)
GM(Restg./WS&I)

- Copy to:
1. CMD / DIR(HR) for information pl.
 2. GM(CIT)/GM(ERP)/GM(Pers.) BSNL CO.